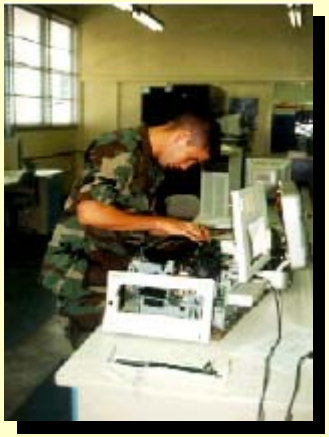
SFC SELECTION BOARD BRIEFING

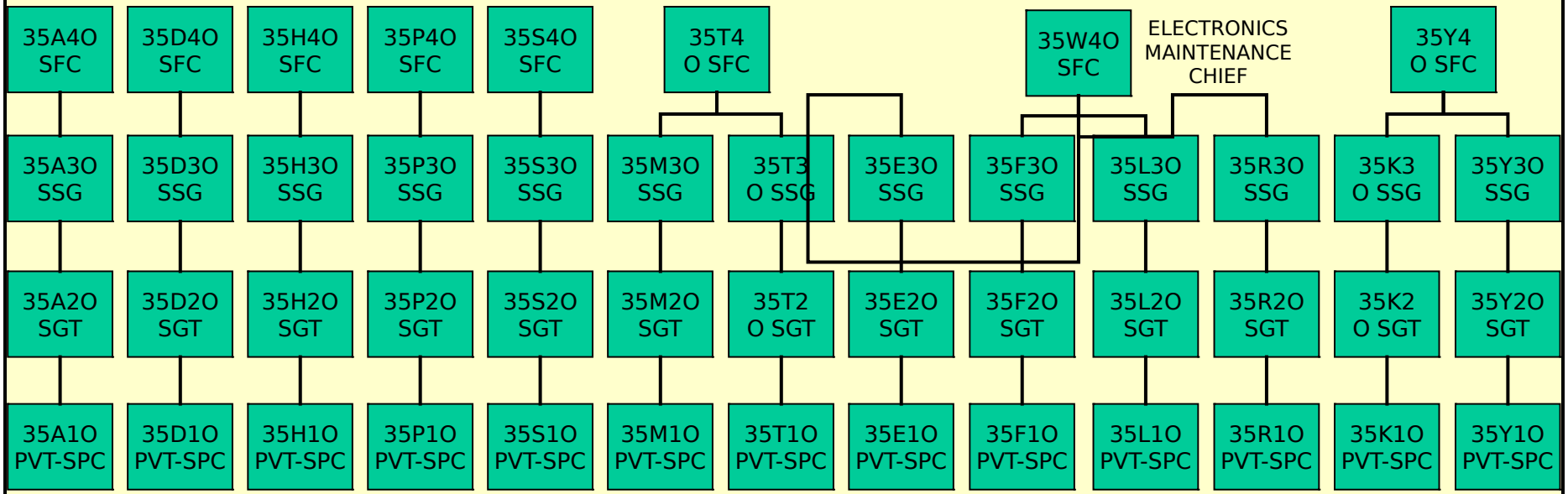
ORDNANCE CORPS
PROPONENT INFORMATION PACKET
MOS 35A, 35D, 35H, 35P, 35S, 35T, 35W, 35Y, 44E, 45K, 52X, 62B, 63A, 63D, 63M, 63X, 89B & 89D



CMF 35

MOS 35A, 35D, 35H, 35P, 35S, 35T, 35W & 35Y

CMF 35 CAREER PATTERN



CMF 35

MISSION

The primary duties of the electronic maintenance and calibration CMF are to repair, maintain, and calibrate a wide variety of Army communications systems, missile systems, radar systems, Test, Measurement, and Diagnostic Equipment (TMDE), and numerous other items of Army electronic maintenance and systems support equipment. CMF 35 soldiers are at all echelons of the force structure and can be assigned to units across the operational spectrum of the Army. The CMF is comprised of 16 Military Occupational Specialties and functions in a wide range of areas requiring highly developed technical and tactical skills. CMF 35 maintainers support the maintenance life cycle functions of all Army systems and the mission readiness of the Army's critical tactical and strategic combat systems as well as ground support systems.

MOS DESCRIPTION

35A – LAND COMBAT ELECTRONIC MISSILE REPAIRER

The land combat electronic missile system repairer supervises or performs maintenance on the TOW and DRAGON missile systems, the Bradley Fighting Vehicle System (BFVS) and JAVELIN system. Establishes workloads and repair priorities; organizes work schedules, assigns duties, instructs subordinates in work techniques, and procedures for receipt, storage, inspection, testing, and repair of equipment. Implements quality control/quality assurance measures and performs initial and final inspection of equipment maintenance. Performs administrative functions in establishing and maintaining maintenance records.

35D – AIR TRAFFIC CONTROL EQUIPMENT REPAIRER

Performs unit through intermediate forward maintenance of ATC systems and equipment. Instructs in maintenance practices, procedures, and techniques. Assists in diagnosis of complex malfunctions and component modification. Establishes production and quality control procedures. Inspects work and maintenance equipment. Serves as principal maintenance NCO in an ATC platoon or section.

35E – RADIO AND COMMUNICATIONS SECURITY REPAIRER

Establishes work schedules and repair priorities; assigns and supervises shop repair operations and personnel. Provides technical information on repair functions and teaches complex or special tasks to subordinates and supported units. Supervises quality control and/or final inspection of radio, cryptographic items and related communications equipment. Ensures repair functions comply with Army and NSA COMSEC specifications and policies. Develops standing operating procedures relative to DS/GS shop operations. Conducts technical and on-the-job training programs in units.

MOS DESCRIPTION

35F – SPECIAL ELECTRONICS DEVICES REPAIRER

Assigns specific duties to subordinate personnel. Establishes workload, work schedules, and repair priorities. Performs and supervises quality control inspections. Coordinates logistical support. Establishes and implements on the job technical instruction programs for subordinate personnel. Provides technical information and assistance to supported units. Advises and makes recommendations concerning equipment repair and status to superiors. Prepares, reviews, and consolidates technical and administrative reports and requests. Maintains files and records. Prepares or updates SOP, site defense, and evacuation plans.

35H – TMDE MAINTENANCE SUPPORT SPECIALIST

Supervises and establishes workload priorities for elements of an Area TMDE Support Team (ATST) during split-based mode of operation. Coordinates with supported units for turn in and pick up of TMDE. When assigned to an ATST performs duties as quality assurance, quality control (QA/QC) inspector, and implement quality control procedures. Recommends procedures for receipt, storage, inspection, testing, and repair of items. Organizes and conducts on the job training (OJT) programs. Demonstrates proper maintenance and troubleshooting techniques. Determines faulty work practices. Prepares maintenance reports and develops load plans.

MOS DESCRIPTION

35K – APACHE ATTACK HELICOPTER SYSTEMS REPAIRER

Implements quality control measures, determines faulty work practices and demonstrates proper maintenance and troubleshooting techniques. Performs as maintenance technical inspector. Supervises maintenance and inspection teams. Trains lower ranking personnel in technical aspects of automatic test equipment (ATE), the electronic equipment test facility (EETF), and standard and system peculiar test equipment. Establishes workloads and repair priorities. Recommends procedures for receipt, storage, inspection, testing and repair of items. Organizes and conducts on-the-job training (OJT) programs. Establishes and maintains maintenance records. Prepares maintenance reports.

35L – AVIONIC COMMUNICATIONS EQUIPMENT REPAIRER

Supervises and provides technical guidance to subordinate personnel performing maintenance of aircraft communications equipment. Evaluates maintenance operations and facilities for compliance with directives, technical manuals, work standards, safety procedures, and operational policies. Performs, maintenance trend analysis and applies production control, quality control and other maintenance management principles and procedures to aircraft communications equipment repair operations. Instructs personnel and conducts technical training in aircraft communications equipment maintenance, supply, and safety techniques. Evaluates the technical training program. Monitors requisition of parts, tools, and supplies. Develops new electronic equipment while assigned to research and development projects.

MOS DESCRIPTION

35M – RADAR REPAIRER

Troubleshoots SENTINEL, FIREFINDER, Surveillance radars and associated equipment with common and system peculiar test equipment for deficiencies and malfunctions. Repairs, removes, and/or replaces defective components and parts. Tests repaired system to ensure compliance with technical specifications. Inspects, tests, and adjusts system components and test equipment to specific tolerances. Establishes workload and repair priorities. Recommends procedures for receipt, storage, inspection, testing, and repair of equipment. Determines faulty work practices and demonstrates proper maintenance and trouble shooting techniques. Organizes and conducts OJT programs. Implements quality control measures. Supervises inspection and maintenance team. Establishes and maintains maintenance records. Prepares maintenance reports. Advises supervisors on operational and maintenance matters.

35P – MULTIPLE LAUNCH ROCKET SYSTEM REPAIRER

Supervises subordinate MLRS repairers engaged in support maintenance activities. Supervises inspection and maintenance teams. Performs as maintenance quality assurance and quality control (QA/QC) inspector, and implements quality control measures. Performs initial, work in process, final, and on site technical and quality control inspections. Monitors activities associated with maintenance of MLRS for potential problem areas and recommends improved procedures, if required. Identifies faulty work practices and demonstrates proper maintenance techniques. Organizes and conducts OJT programs.

MOS DESCRIPTION

35R – AVIONIC SYSTEMS REPAIRER

Performs intermediate (AVIM) and depot maintenance on avionic navigation flight control systems, stabilization equipment, and equipment which operates using radar. Evaluates maintenance operations and facilities for compliance with established directives, technical manuals, work standards, safety procedures, and applies production control, quality control and other maintenance management principles and procedures to avionic systems repair operations. Instructs personnel and conducts and evaluates technical training in avionic systems repair. Monitors requisition of parts tools, and supplies. Develops new electronic equipment while assigned to research and development projects.

35S – PATRIOT SYSTEM REPAIRER

Performs DS/GS level maintenance on the Patriot Information and Coordination Central (ICC), Engagement Control Station (ECS), Radar Set (RS), Antenna Mast Group (AMG), Launching Station (LS) and Communications Relay Group (CRG). Performs tests and adjusts components to specific tolerances and determines shortcomings and malfunctions in electronic assemblies, subassemblies, modules and circuit elements with common and system peculiar test equipment. Isolates malfunctions using automatic and semi automatic program maintenance diagnostic software, unit self test and built in test equipment (BITE). Develops specialized computer software tests to evaluate suspected faults. Isolates system interface malfunctions. Determines serviceability and disposition of defective assemblies. Repairs unserviceable items by removing and replacing defective components. Performs quality control measures and serves on maintenance and

MOS DESCRIPTION

35T – AVENGER SYSTEM REPAIRER

Performs quality control measures. Performs maintenance adjustments on test equipment. Serves on maintenance and inspection teams. Inspects, tests and adjusts components to specific tolerances. Determines shortcomings and malfunctions in electronic, electrical and cryogenic assemblies, modules and circuit elements using system associated equipment. Removes and replaces defective line replaceable units (LRU), including interconnecting cables. Determines serviceability and disposition of parts. Provides technical guidance to the soldiers in the accomplishment of their duties. Establishes workload and repair priorities. Recommends procedures for receipt, storage, inspection, testing and repair of the AVENGER system and its components. Implements quality control measures. Maintains maintenance records and prepares maintenance reports.

35Y – INTEGRATED FAMILY OF TEST EQUIPMENT OPERATOR MAINTAINER

Performs march order and emplacement of the BSTF, installs supported weapon system test program sets, initiates unit under test (UUT) procedures, isolates UUT/BSTF printed circuit board or component malfunctions, replaces defective parts/components and performs UUT/BSTF alignments and adjustments. Performs BSTF preventive maintenance checks and services (PMCS) and operational checks. Establishes workload and repair priorities. Recommends procedures for receipt, storage, inspection, testing and repair of items. Organizes and conducts on the job training (OJT) programs. Demonstrates proper maintenance and troubleshooting techniques. Determines faulty work practices. Prepares maintenance reports.

LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES

DEMANDING ASSIGNMENTS

- Materiel Management Center NCO
- Recruiter
- Operations Sergeant

LEADERSHIP ASSIGNMENTS

- Drill Sergeant
- Small Group Leader
- Rear Detachment NCO

SPECIAL DUTY ASSIGNMENTS

- White House Support

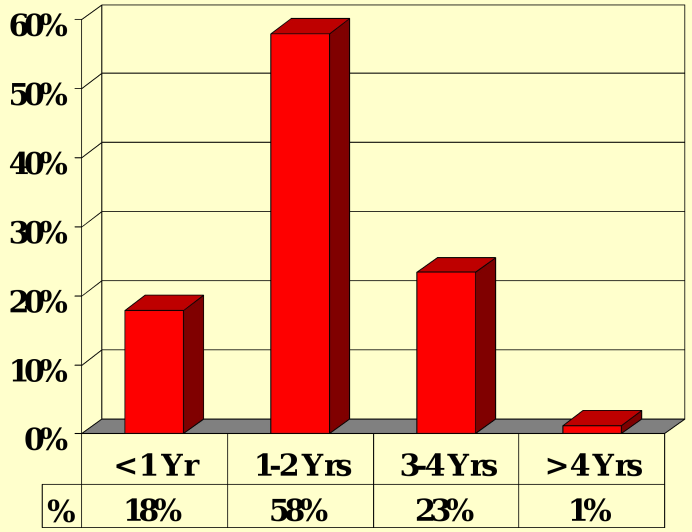
EDUCATION

MILITARY SCHOOLS VALUABLE TO THE ORDNANCE CORPS

- Maintenance Management Courses
- Support Operations Course
- Battle Staff Course

College is only ONE measure of self-development.

CIVILIAN EDUCATION



Percentage is of all SSGs in CMF 35 considered for promotion during the CY 03 SFC Selection Board

Note: **The Ordnance Corps places high value and worth on self-development**. **Consistent** and **meaningful** pursuit of self-development separates great NCOs from good NCOs and demonstrates the commitment of a true professional NCO. Future Sergeants First Class cannot wait to be taught new knowledge – they must constantly pursue it.

UNIQUE MOS CHARACTERISTICS

TOE VS. TDA ASSIGNMENTS

MOS Skill Level 4	MOS Skill Level 3	SSG Positions in TDA
35A	35A	36%
35D	35D	42%
35H	35H	50%
35P	35P	47%
35S	35S	42%
35T	35T	55%
	35M	66%
35W	35E	53%
	35F	39%
	35L	42%
	35R	57%
35Y	35Y	68%
	35K	100%

SPECIAL DUTY ASSIGNMENTS

MOS Skill Level 4	MOS Skill Level 3	Drill Sergeant	Recruiter
35A	35A	1 (1%)	5 (6%)
35D	35D	0	3 (6%)
35H	35H	1 (2%)	4 (8%)
35P	35P	2 (4%)	4 (8%)
35S	35S	1 (3%)	0
35T	35T	2 (5%)	2 (5%)
	35M	1 (3%)	0
35W	35E	7 (3%)	18 (8%)
	35F	7 (6%)	10 (8%)
	35L	0	2 (8%)
	35R	3 (4%)	3 (4%)
35Y	35Y	2 (5%)	4 (9%)
	35K	0	0
Total		27 (3%)	53 (7%)

Notes:
When weighing leadership positions in your selection process, recognize that average performance in a leadership job is no more valuable nor does it outweigh average performance in any other position. Excellence displayed in equally vital technical or staff positions should also be recognized accordingly.

SPECIAL MOS CONSIDERATIONS

- MOS Related Civilian Technical Certifications
  - Electronics Technicians Association Certification
  - FCC licenses and accreditations
  - FAA Avionics Certifications

- Certifications are **nothing less** than measures of MOS competency

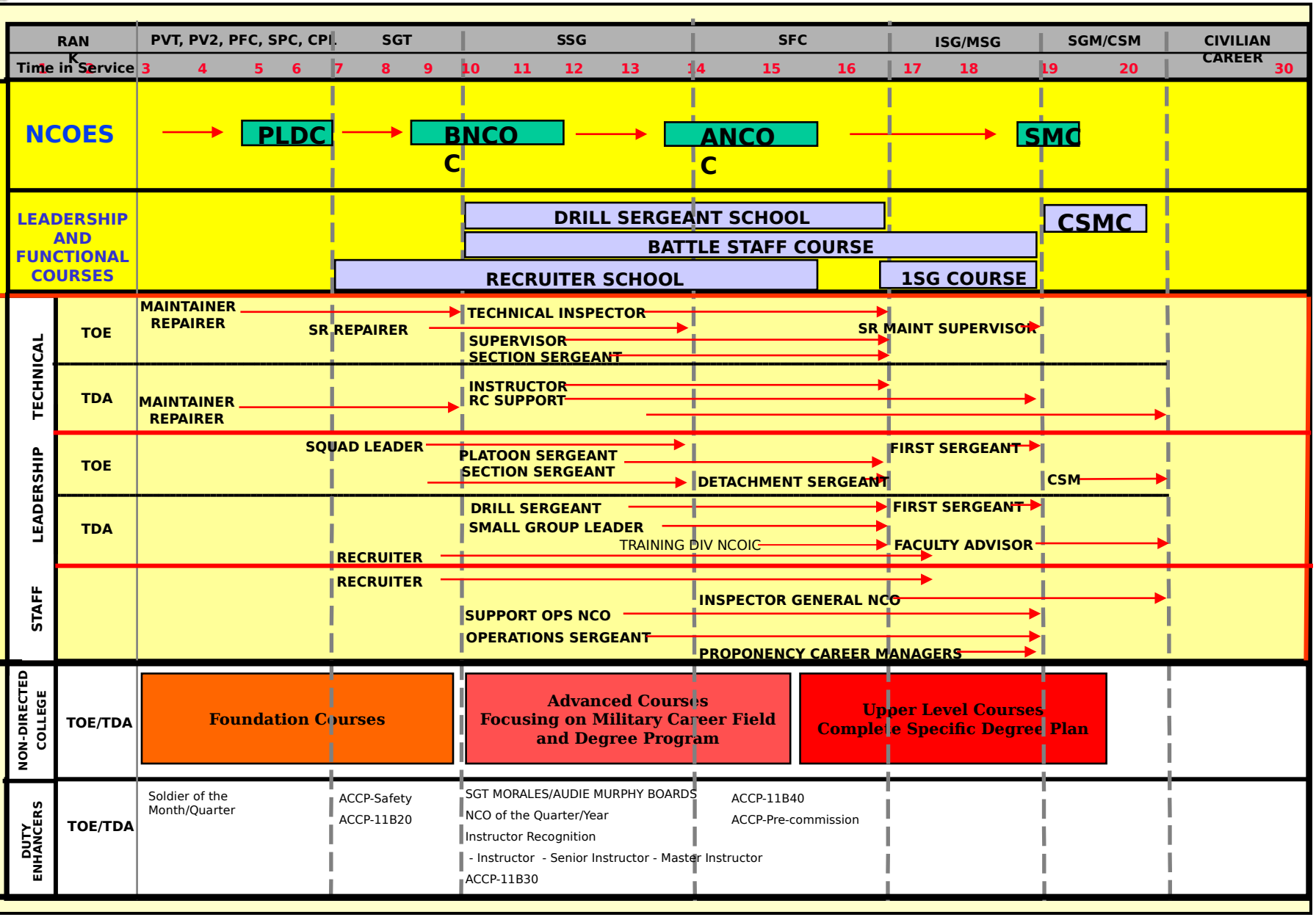
Notes:

Scrutinize the award of merit to NCOs repeatedly performing duties in positions not associated with Ordnance related operations (Instructors, battle staff, PSGs, etc. are Ordnance related) for extended periods (4 years). Ordnance NCOs must be competent maintenance managers and maintainers. Repeatedly performing in positions outside the Ordnance or maintenance field does not support the development of required primary maintenance and staff competencies. The job of First Sergeant and primary Battle Staff positions are still considered as Ordnance related.

CMF 35 TYPICAL CAREER PATTERN

SGM COURSE	20 Years	SGM/CSM	**SL5** First Sergeant Chief Instructor Operations Sergeant Maint Control Sergeant SR ATC Maint Superviser
1SG COURSE	15 YEARS	1SG/MSG	**SL4** Platoon Sergeant Section Sergeant Career Management NCO Senior Drill Sergeant Senior Small Group Leader Senior Team Chief Senior Instructor
BATTLE STAFF COURSE		SFC	
ANCOC	10 YEARS	SSG	**SL3** Squad Leader Drill Sergeant Recruiter Small Group Leader Senior Repairer Instructor
BNCOC	5 YEARS	SGT	**SL2** Section Supervisor Shop Foreman Team Chief
PLDC	0 YEARS	SPC PFC PV2	**SL1** Maintainers

CMF 35 CAREER PROGRESSION PLAN



RECOGNITION OR AWARDS

UNIQUE TO CMF

- Instructor Recognition Program
  - Senior and Master Instructor Certifications

SPECIAL ACHIEVEMENTS

- NCO/Drill Sergeant/Instructor of the Year
- Sergeant Morales/Sergeant Audie Murphy Club Membership
- Top 20% in NCOES

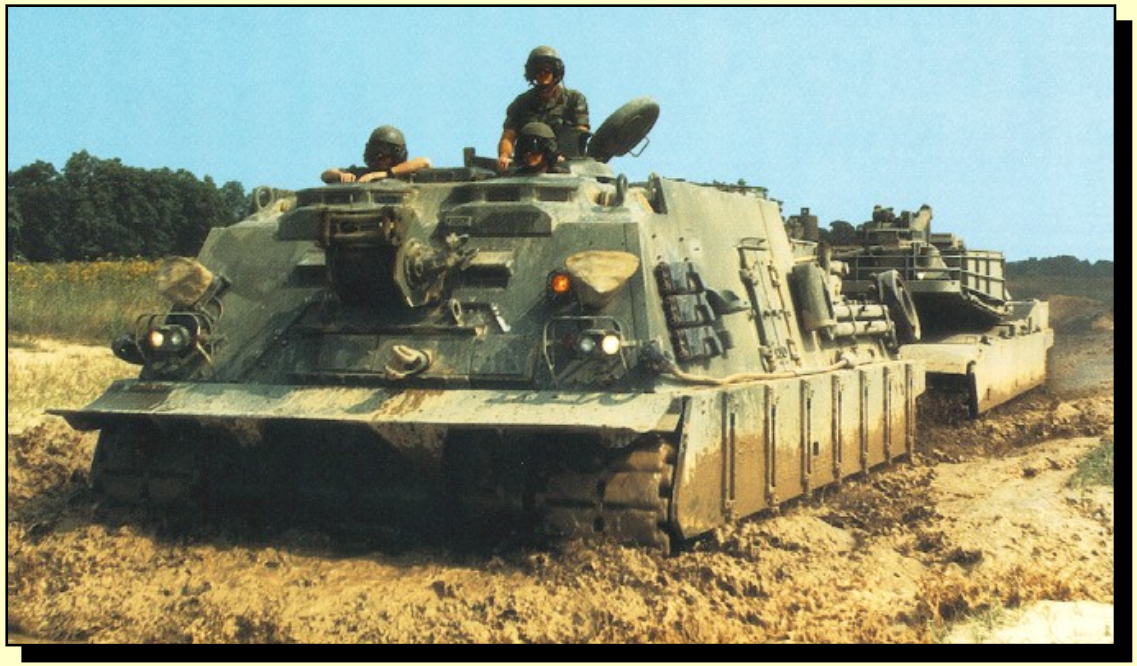
Notes:
Master Instructor: (Ordnance Corps particular) Soldiers must complete the Supervisor Instructor's Course, Management Course I & II and develop an individual project focused on improved training. They must also conduct 1,250 total hours of assigned instruction and a professional development seminar 1 to 2 hours in length.

Army awards policies are not uniform. Determine what measures of performance justified awards received. The weighing of awards should focus more on what achievement and levels of performance generated the award, rather than the level of award itself.

PROMOTION POTENTIAL INDICATORS

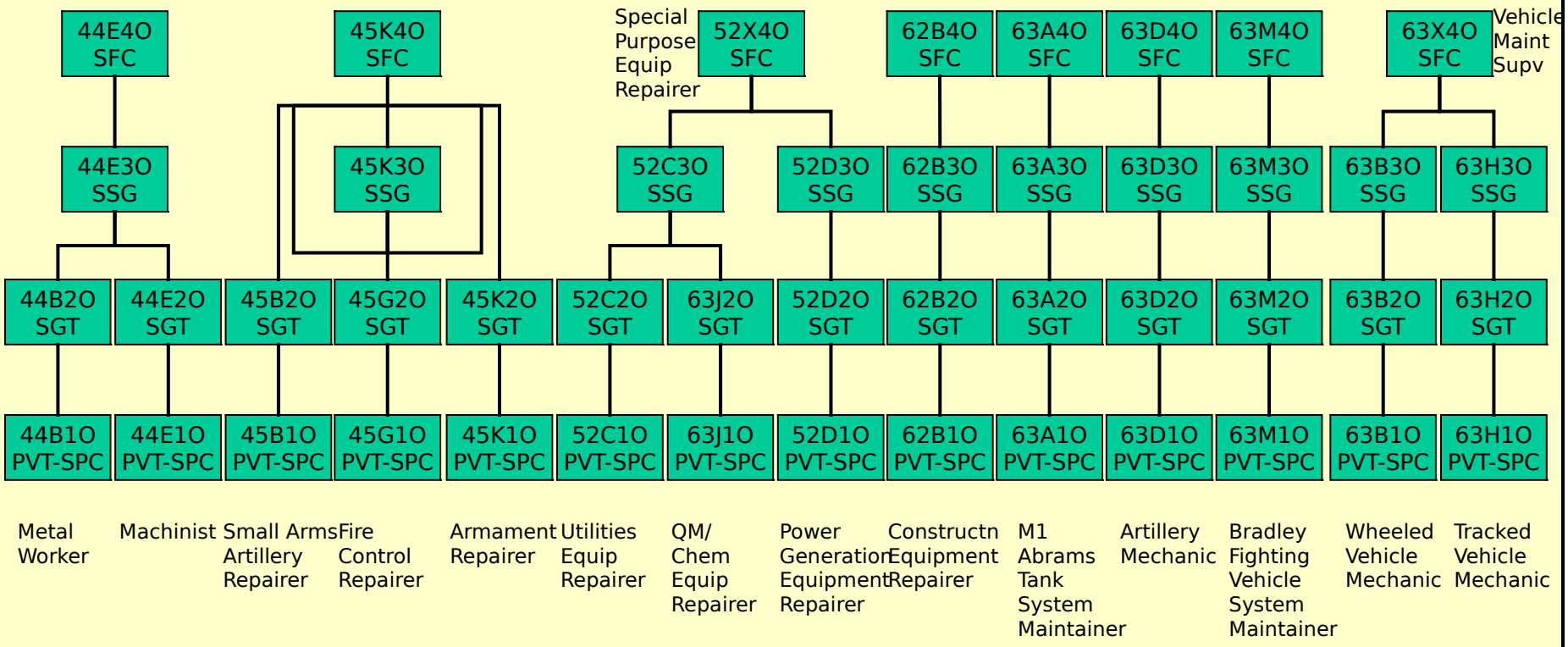
UNIT RECOGNITION ACHIEVEMENTS

- Sustained high Operational Readiness rating
- Consistent and meaningful self-development
- Successful performance in a SFC position
- Possesses balanced operational experience between both maintenance and leadership duties
- Personally responsible for developing new systems/procedures/programs having an effect on the entire unit or readiness
- Consistently excels in assigned additional duties as well as primary duties



CMF 63
MOS 44E, 45K, 52X, 62B, 63A, 63D, 63M & 63X

CMF 63 CAREER PATTERN



CMF 63

MISSION

The primary duties of the mechanical maintenance CMF are to perform the fix functions on Army weapons systems and equipment that support maneuver forces in their preparation for and conduct of operations across the entire operational spectrum. The fix functions include: maintenance management, recovery, fault diagnostics, repair, overhaul, and component/major assembly substitution and exchange. CMF 63 maintainers support the life cycle functions of all Army systems and the mission readiness of the Army's combat, tactical, and ground support systems.

MOS DESCRIPTION

44E – MAJOR DUTIES

The machinist supervises and performs the fabrication, repair, and modifications of metallic and nonmetallic parts and supervises metalworking shop activities.

45K – MAJOR DUTIES

The armament repairer supervises and performs direct/general support (DS/GS) and depot level maintenance/repairs on the mechanisms/systems of tank turrets/weapons, fighting vehicles, towed/self-propelled artillery, small arms and other infantry weapons.

52X – MAJOR DUTIES

The special purpose equipment repairer supervises the performance of unit, direct/general support special purpose equipment maintenance activities to include: Power Generation Equipment; Air Conditioning/Refrigeration Systems; and Quartermaster and Chemical Equipment.

62B – MAJOR DUTIES

The construction equipment repairer supervises and performs unit, direct/general support maintenance on construction equipment which includes that used for earthmoving, grading, and compaction; lifting and loading; quarrying and rock crushing; asphalt and concrete mixing, and surfacing; water pumping; air compression and pneumatic tools; and powered bridging.

63A – MAJOR DUTIES

The M1/M1A1 Abrams tank system maintainer supervises and performs unit

MOS DESCRIPTION

63D – MAJOR DUTIES

The artillery mechanic supervises and performs unit maintenance and recovery of all self-propelled field artillery cannon weapon systems, including automotive, turret, carriage mounted armament, associated fire control systems and chemical protection subsystems thereof.

63M – MAJOR DUTIES

The Bradley fighting vehicle system maintainer supervises and performs unit maintenance and select on-board direct support task i.e., major assembly and LRU replacement on the M2/M3 A1/A2 series Bradley fighting vehicle (BFV), M6 Linebacker, and M7 Bradley Fighting Infantry Support Team (BFIST) (hull and turret).

63X – VEHICLE MAINTENANCE SUPERVISOR

The vehicle maintenance supervisor supervises and performs unit, direct and general support (DS/GS) maintenance on track vehicles, wheel vehicles, their associated trailers and material handling equipment (MHE). Supervises recovery operations on track vehicles, wheel vehicles and related activities including electrical wiring harness system repair/maintenance.

LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES

DEMANDING ASSIGNMENTS

- Motor Sergeant
- Operations Sergeant
- Support Operations Sergeant
- Observer Controller
- Materiel Management Center NCO
- White House Support

LEADERSHIP ASSIGNMENTS

- Platoon Sergeant
- Drill Sergeant
- Small Group Leader

SPECIAL DUTY ASSIGNMENTS

- Inspector General
- Senior Career Managers (Proponency MOS Manager)

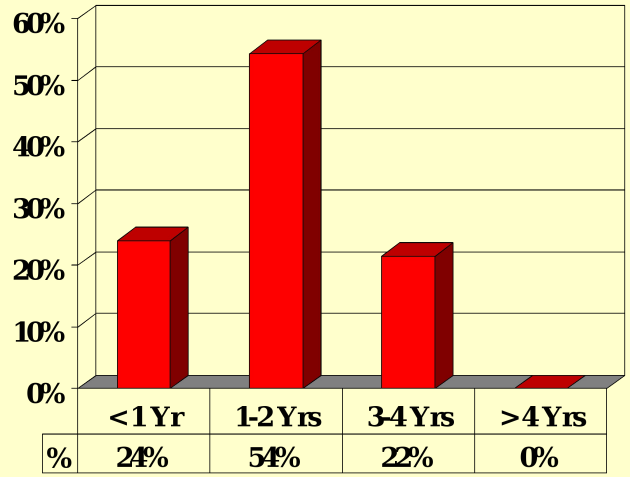
EDUCATION

MILITARY SCHOOLS VALUABLE TO THE ORDNANCE CORPS

- Support Operations Course
- Battle Staff Course

College is only ONE measure of self-development.

CIVILIAN EDUCATION



Percentage is of all SSGs in CMF 63 considered for promotion during the CY 03 SFC Selection Board

Note: **The Ordnance Corps places high value and worth on self-development**. **Consistent** and **meaningful** pursuit of self-development separates great NCOs from good NCOs and demonstrates the commitment of a true professional NCO. Future Master Sergeants cannot wait to be taught new knowledge – they must constantly pursue it.

UNIQUE MOS CHARACTERISTICS

TOE VS. TDA ASSIGNMENTS

MOS Skill Level 4	MOS Skill Level 3	SSG Positions In TDA
44E	44E	
45K	45K	
52X	52C 52D	
62B	62B	
63A	63A	
63D	63D	
63M	63M	
63X	63B 63H	

SPECIAL DUTY ASSIGNMENTS

MOS Skill Level 4	MOS Skill Level 3	Drill Sergeant	Recruiter
44E	44E	2 (2.5%)	6 (7.4%)
45K	45K	7 (3.0%)	12 (5.2%)
52X	52C 52D	5 (3.1%) 14 (6.2%)	13 (8.1%) 24 (10.2%)
62B	62B	9 (4.2%)	24 (11.2%)
63A	63A	6 (2.5%)	20 (8.2%)
63D	63D	6 (4.7%)	9 (7.0%)
63M	63M	10 (3.0%)	29 (8.8%)
63X	63B 63H	34 (2.1%) 10 (1.4%)	119 (7.4%) 45 (6.3%)
Total		103 (2.6%)	301 (7.6%)

Notes:

Only 11% of the entire Ordnance Corps positions exist in TDA. The lowest for all branches. Ordnance NCOs are in field units most of their careers.

Use good judgment when weighing leadership positions in your selection. Recognizing performing in leadership jobs does not in itself outweigh average performance in those positions. Excellence displayed in equally vital technical or staff positions should also be recognized accordingly.

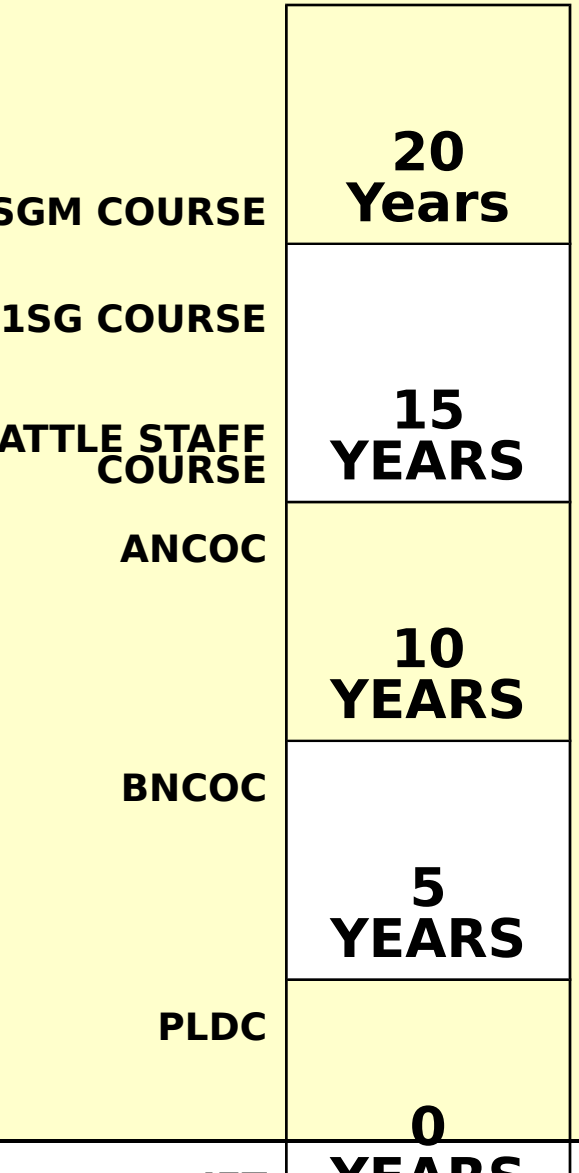
SPECIAL MOS CONSIDERATIONS

- MOS Related Civilian Technical Certifications
  - Certifications are **nothing less** than measures of MOS competency

Notes:

Scrutinize the award of merit to NCOs repeatedly performing duties in positions not associated with Ordnance related (Instructors, battle staff, PSGs, etc. are Ordnance related) operations for extended periods (4 years). Ordnance NCOs must be competent maintenance managers and maintainers. Repeatedly performing in positions outside the Ordnance or maintenance field does not support the development of required primary maintenance and staff competencies. The job of First Sergeant and primary Battle Staff positions are still considered as Ordnance related.

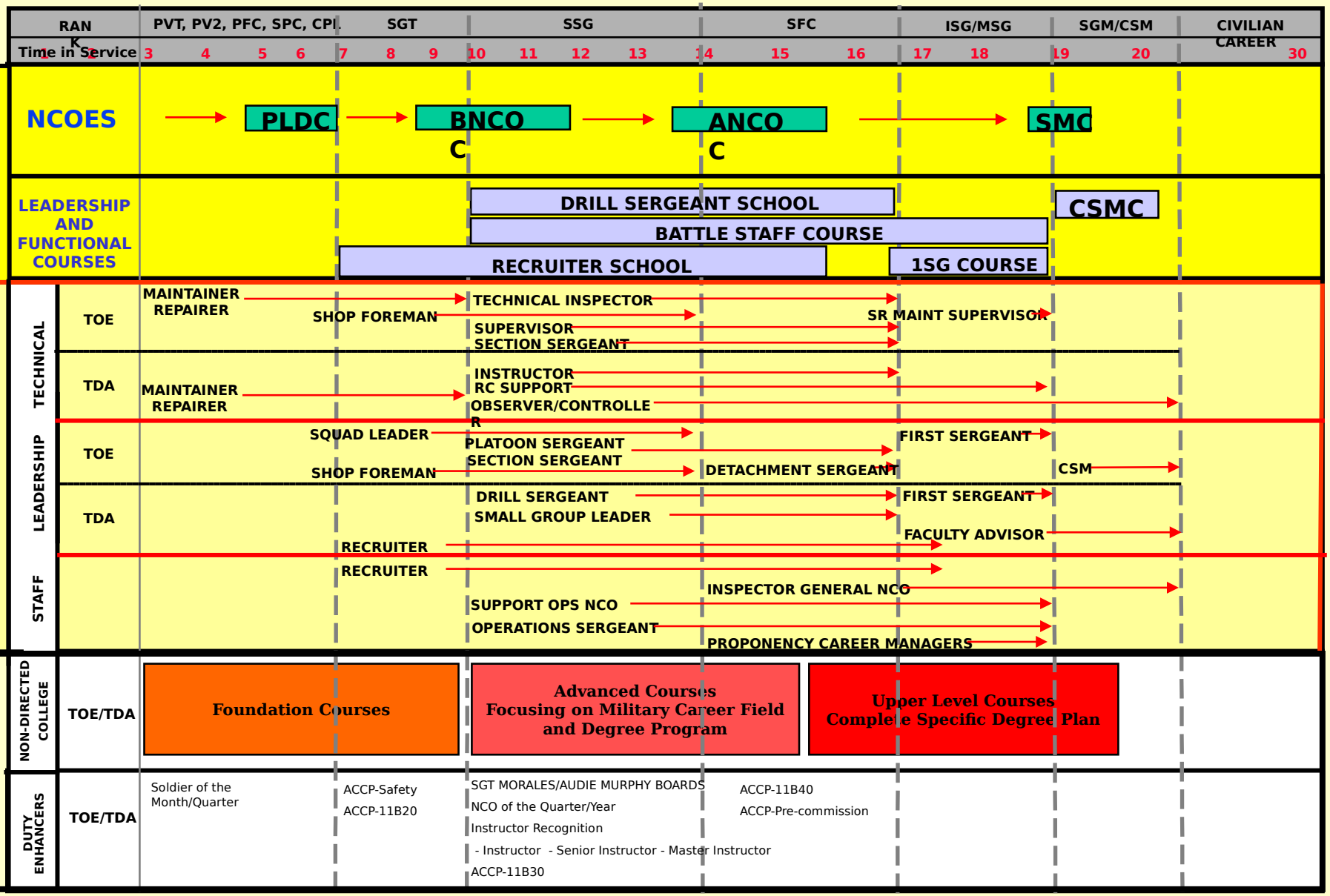
CMF 63 TYPICAL CAREER PATTERN



SGM COURSE		SGM/CSM
1SG COURSE		1SG/MSG
BATTLE STAFF COURSE		SFC
ANCOC		SSG
BNCOC		SGT
PLDC		SPC PFC PV2

SL5 First Sergeant Chief Instructor Operations Sergeant
SL4 Platoon Sergeant Section Sergeant Motor Sergeant Senior Drill Sergeant Senior Small Group Leader
SL3 Squad Leader Drill Sergeant Recruiter Shop Foreman Small Group Leader
SL2 Senior Maintainer Shop Foreman
SL1 Maintainers

CMF 63 CAREER PROGRESSION PLAN



RECOGNITION OR AWARDS

UNIQUE TO CMF

- Master Instructor

SPECIAL ACHIEVEMENTS

- NCO/Drill Sergeant/Instructor of the Year
- Sergeant Morales/Sergeant Audie Murphy Club Membership
- Colonel Decius Wadsworth Award
- Top 20% graduate in military schools

Notes:
Master Instructor: (Ordnance Corps particular) Soldiers must complete the Supervisor Instructor's Course, Management Course I & II and develop an individual project focused on improved training. They must also conduct 1,250 total hours of assigned instruction and a professional development seminar 1 to 2 hours in length.

Awards policies are not uniform. Determine what measures of performance justified the awards. The weighing of awards should focus more on what achievement and levels of performance generated the award, rather than the level of award itself.

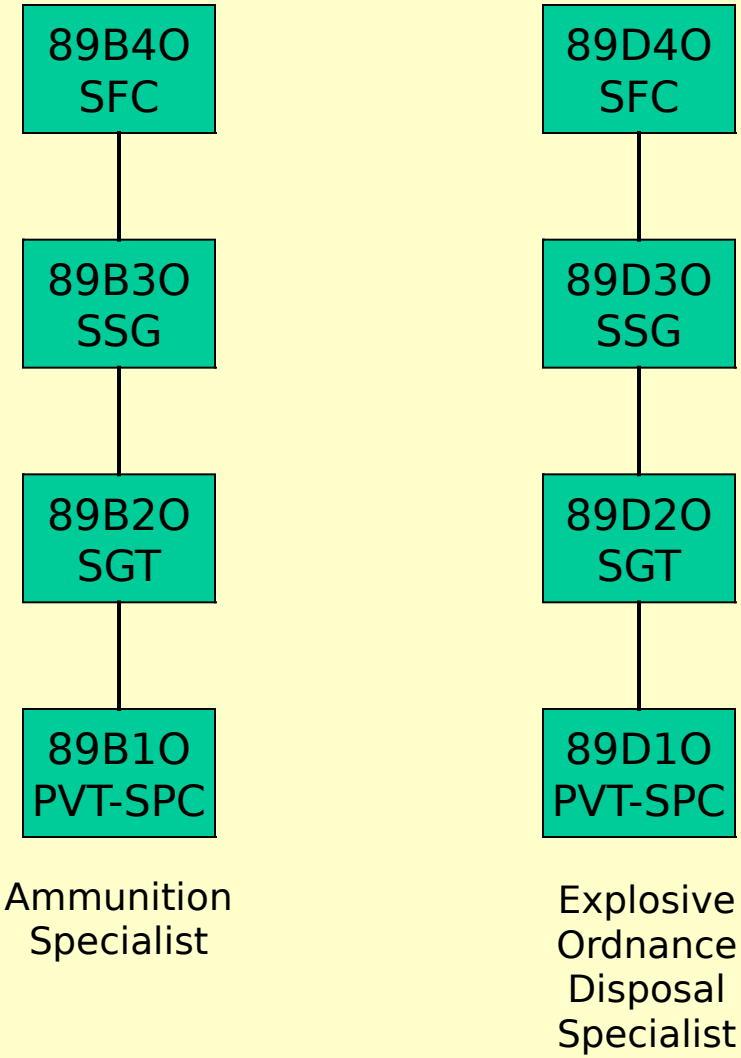
PROMOTION POTENTIAL INDICATORS

RECOGNITION and ACHIEVEMENTS

- Sustained high Operational Readiness ratings – had an impact on the unit's ability to go to war
- Consistent and meaningful self-development – continuous self-improvement
- Possesses balanced operational experience in both maintenance and leadership/challenging duties
- Performed in an authorized 1SG position
- Personally responsible for developing new systems/procedures/programs having an effect on the entire unit or readiness
- Consistently excels in assigned additional duties as well as primary duties

CMF 89
MOS 89B & 89D

CMF 89 CAREER PATTERN



CMF 89

MISSION

The CMF is comprised of two Military Occupational Specialties, 89B and 89D. Unlike many CMFs, these are independent, stovepipe MOSs which do not cap at a senior grade.

MOS 89B, Ammunition Specialist, is utilized in ammunition support units Army wide. Duties involve direct support, general support and higher level of supply, stock accountability and inspection and renovation, disposal, and maintenance of conventional, special, and chemical ammunition.

MOS 89D, Explosive Ordnance Disposal soldiers locate, identify, render safe, and dispose of foreign and domestic explosive devices, and support VIP missions for U.S. Secret Service, State Department, and other Federal agencies

MOS DESCRIPTION

89B – AMMUNITION SPECIALIST

The ammunition specialist receives, stores and issues ammunition, guided missiles, large rockets and other ammunition related items. They perform maintenance modification, destruction and demilitarization on ammunition and explosive components and also perform stock control and accounting procedures.

89D – EXPLOSIVE ORDNANCE DISPOSAL SPECIALIST

The explosive ordnance disposal (EOD) specialist , directs and supervises EOD range and area clearance operations. Directs disposal operations for conventional and chemical munitions. Coordinates EOD operations with Chemical Accident/Incident Response Officer (CAIRO) and Nuclear Accident/Incident Response Officer (NAIR0).. Assist in planning, coordination and execution of unit operations and movements. Consolidates, edits and reviews reports.

LEADERSHIP/HIGH RISK JOBS OPPORTUNITIES

DEMANDING ASSIGNMENTS

- Operations Sergeant

LEADERSHIP ASSIGNMENTS

- Platoon Sergeant
- Drill Sergeant
- Small Group Leader
- Rear Detachment NCO

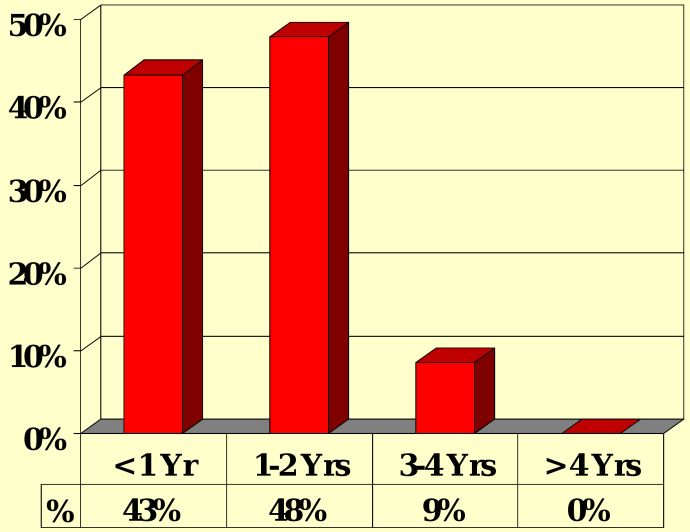
EDUCATION

MILITARY SCHOOLS VALUABLE TO THE ORDNANCE CORPS

- Support Operations Course
- Battle Staff Course

College is only ONE measure of self-development.

CIVILIAN EDUCATION



Percentage is of all SSGs in CMF 89 considered for promotion during the CY 03 SFC Selection Board

Note: **The Ordnance Corps places high value and worth on self-development**. **Consistent** and **meaningful** pursuit of self-development separates great NCOs from good NCOs and demonstrates the commitment of a true professional NCO. Future Sergeants Major cannot wait to be taught new knowledge – they must constantly pursue it.

UNIQUE MOS CHARACTERISTICS

TOE VS. TDA ASSIGNMENTS

MOS	SFC Positions in TDA
89B	9%
89D	21%

SPECIAL DUTY ASSIGNMENTS

MOS	Drill Sergeant	Recruiter
89B	8 (3%)	31 (10%)
89D	0	0
Total	8 (3%)	31 (10%)

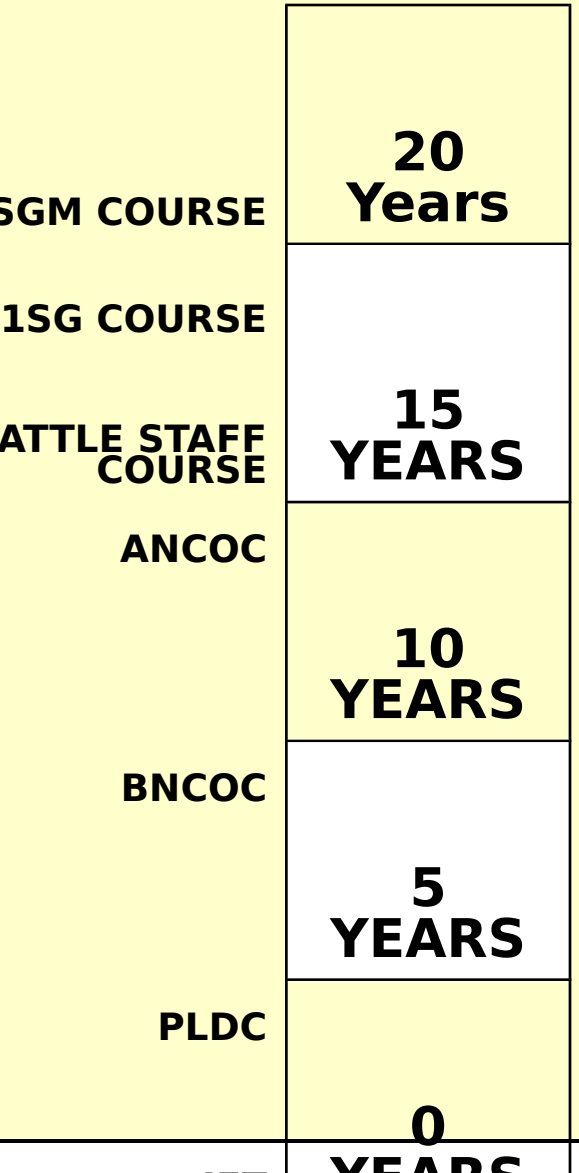
Notes:
When weighing leadership positions in your selection process, recognize that average performance in a leadership job is no more valuable nor does it outweigh average performance in any other position. Excellence displayed in equally vital technical or staff positions should also be recognized accordingly.

SPECIAL MOS CONSIDERATIONS

- **MOS Related Civilian Technical Certifications**
  - Hazardous Material Certifications
    - Certifications are **nothing less** than measures of MOS competency

Notes:
Scrutinize the award of merit to NCOs repeatedly performing duties in positions not associated with Ordnance related operations (Instructors, battle staff, PSGs, etc. are Ordnance related) for extended periods (4 years). Ordnance NCOs must be competent ammunition managers and EOD experts. Repeatedly performing in positions outside the Ordnance or ammunition fields does not support the development of required ammunition expertise and staff competencies. The job of First Sergeant and primary Battle Staff positions are still considered as Ordnance related.

CMF 89 TYPICAL CAREER PATTERN



SL5
First Sergeant
Chief Ammunition NCO
Operation Sergeant

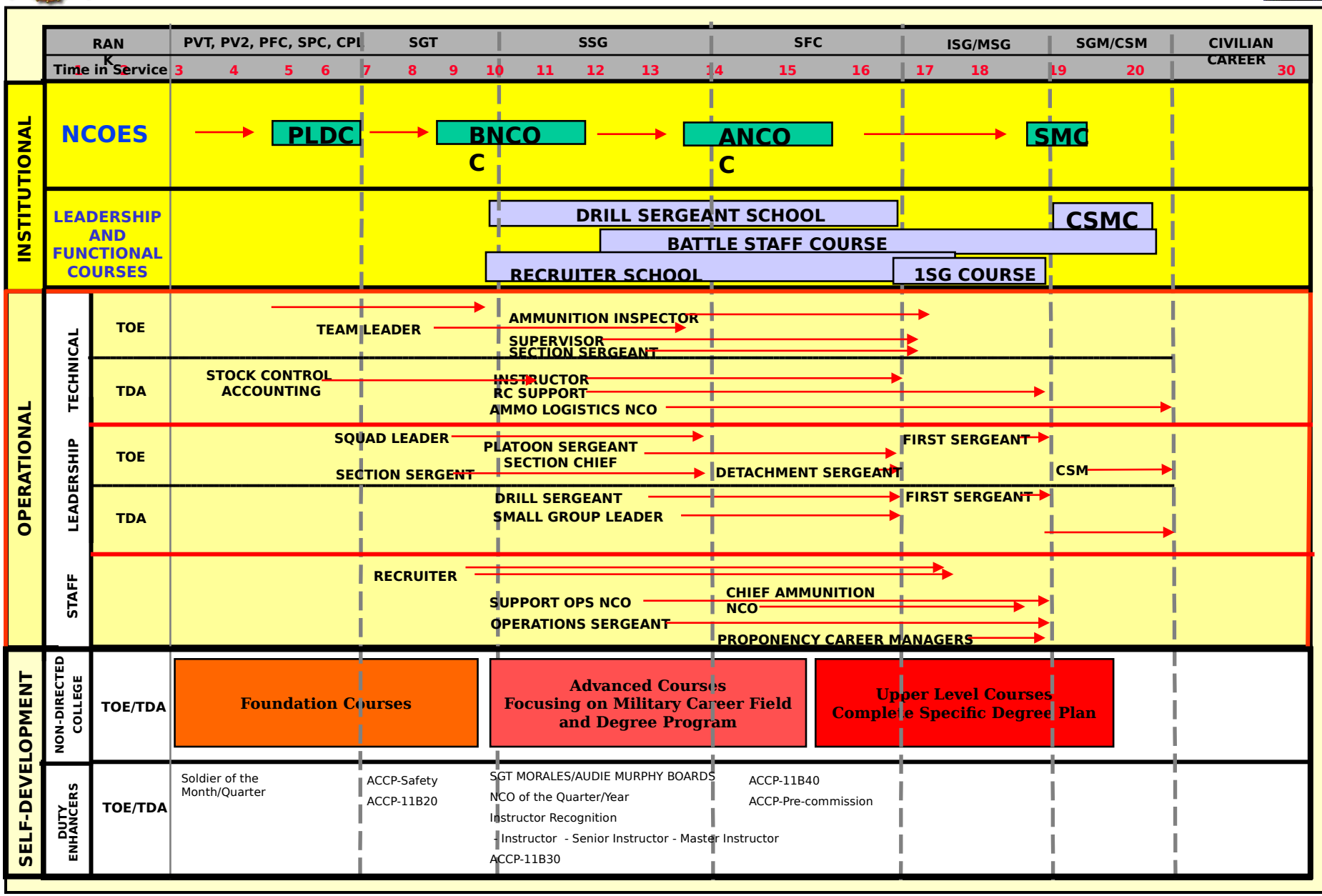
SL4
Platoon Sergeant
Detachment Sergeant
Ammo Senior Inspector
DAO Representative
Ammo Logistics SGT

SL3
Squad Leader
Team Leader
Ammo Inspector
Section Chief
Drill Sergeant
Recruiter

SL2
Stock Control/Accounting
Ammunition Sergeant
EOD Sergeant

SL1
Ammunition Specialist
EOD Specialist

CMF 89 CAREER PROGRESSION PLAN



RECOGNITION OR AWARDS

UNIQUE TO CMF

- Instructor Recognition Program
  - Senior and Master Instructor Certifications

SPECIAL ACHIEVEMENTS

- NCO/Drill Sergeant/Instructor of the Year
- Sergeant Morales/Sergeant Audie Murphy Club Membership
- Top 20% in NCOES

Notes:
Master Instructor: (Ordnance Corps particular) Soldiers must complete the Supervisor Instructor's Course, Management Course I & II and develop an individual project focused on improved training. They must also conduct 1,250 total hours of assigned instruction and a professional development seminar 1 to 2 hours in length.

Army awards policies are not uniform. Determine what measures of performance justified the awards. The weighing of awards should focus more on what achievement and levels of performance generated the award, rather than the level of award itself.

PROMOTION POTENTIAL INDICATORS

UNIT RECOGNITION ACHIEVEMENTS

- Consistent and meaningful self-development
- Successful performance in a SFC position
- Possesses balanced operational experience in both MOS technical and leadership duties
- Consistently excels in assigned additional duties as well as primary duties